

# STRATEGIC REWARDS & COMPENSATION SURVEYS

## WHAT WE DO

**Define compensation strategy** to align your pay programs with corporate strategic goals

**Conduct comprehensive surveys** of compensation and benefits

**Design base pay and incentive programs** to help you recruit, retain, motivate and reward employees

**Develop equity-based and other long-term incentives** to give employees a stake in the company's long-term success

**Develop performance management programs** to increase employee productivity

**Design sales compensation plans** to align sales strategies with sales compensation

**Assess executive compensation** to ensure your senior executives and directors are paid reasonably and competitively, in base, short- and long-term incentives, benefits and other rewards

**Assess international compensation** to create well-designed compensation packages for your expatriate and foreign nationals

*"In the face of shrinking margins and tough economic times, human resource professionals must respond with solutions that achieve management's operating goals: productivity, quality and improved margins. Developing strategic reward programs is **the** challenge of this decade. Successful organizations will adopt pay strategies that produce operating results and build employee loyalty and commitment."*

John Hankerson  
Principal & Strategic  
Rewards Practice  
Leader

## HOW WE ADD VALUE TO AN ORGANIZATION

1. Leverage business, legal and human resources experience to help you create effective reward programs.
2. Develop tailored solutions that reflect the uniqueness of your industry, your market, and your organization's culture.
3. Apply expertise in the design and implementation of a variety of compensation programs—from competency pay to incentive design to strategic goal setting—to help you achieve your specific goals.
4. Partner with you to ensure that the best solutions are developed to meet your short and long-term needs.
5. Deliver what we promise through a team of consultants dedicated to listening and responding to every client.
6. Provide access to the most comprehensive compensation data for organizations in the Northwest so that your programs are always up-to-date.

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